



**DEPARTMENT OF THE ARMY**  
ROCK ISLAND DISTRICT, CORPS OF ENGINEERS  
CLOCK TOWER BUILDING - P.O. BOX 2004  
ROCK ISLAND, ILLINOIS 61204-2004

CEMVR Policy  
Statement #009

CEMVR-EE

09 July 1997

MEMORANDUM FOR ALL EMPLOYEES

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. Equal Employment Opportunity and Human Relations practices that enhance the dignity of all individuals are critical to mission accomplishment and workforce cohesion of the Army and the Rock Island District. All personnel must know that the Rock Island District is fully committed to fair and equitable treatment of all personnel and applicants for employment, and to a workplace that is free of coercion, harassment and retaliation.
2. We must remain ever vigilant and sensitive to the rights and human needs of all personnel. Each of us, regardless of grade or rank, must make a personal commitment to contribute to a highly professional work atmosphere, that is free of discrimination based upon race, color, national origin, sex, religion, age, or physical or mental disability.
3. There is a policy of "zero tolerance" for any action by any member or employee of this District, which violates the applicable laws directly or indirectly, to limit or remove the right to fair and equitable treatment, basic human dignity, or equal opportunity of anyone. We will continue to educate those who do not share these values or this personal commitment.
4. This policy of "zero tolerance" extends to any action by any member or Rock Island District employee, regardless of grade or rank. Any coercion, retaliation, or threats to the pay, career, advancement or employment of anyone seeking redress for alleged acts of discrimination through official channels will result in swift, fair and appropriate disciplinary action.
5. This is my standard, for which I will accept no less. As Commander of this District, I fully support the Army's zero tolerance policy and I expect all District personnel to do the same.

//s//

JAMES V. MUDD  
Colonel, EN  
Commanding

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